

**TENNESSEE GENERAL ASSEMBLY
FISCAL REVIEW COMMITTEE**



FISCAL NOTE

HB 2411 - SB 2543

March 1, 2018

SUMMARY OF BILL: Prohibits retaliatory discharge of employees under the Tennessee worker's compensation law under certain circumstances; clarifies certain damages available to prevailing plaintiffs under retaliatory discharge claims.

ESTIMATED FISCAL IMPACT:

NOT SIGNIFICANT

Assumptions:

- Based on the information provided by the Bureau of Workers' Compensation (BWC), any litigation for retaliatory discharge as contemplated by the proposed legislation will be conducted in state court. Any fiscal impact to BWC or its operations is estimated to be not significant.
- Based on the information provided by the Administrative Office of the Courts (AOC), any increase in caseloads will be not significant as employees retain the right to bring a retaliatory discharge separate and apart from the workers' compensation statute. Therefore, adopting the policies under the provisions of the proposed legislation will not have a significant fiscal impact on AOC or its operations.
- Any fiscal impact to state or local government is estimated to be not significant.

IMPACT TO COMMERCE:

NOT SIGNIFICANT

Assumption:

- Prohibiting retaliatory discharge of employees under the Tennessee worker's compensation law under certain circumstances will not significantly impact jobs or commerce in Tennessee.

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CERTIFICATION:

The information contained herein is true and correct to the best of my knowledge.

A handwritten signature in dark ink that reads "Krista M. Lee". The signature is written in a cursive, flowing style.

Krista M. Lee, Executive Director

/rbp